



A STUDY OF JOB SATISFACTION OF GOVERNMENT HIGHER SECONDARY SCHOOL TEACHERS IN AIZAWL CITY, MIZORAM

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ABSTRACT

Job satisfaction is defined as "The extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs". It is concerned with a person or a group in the organization. It can be applicable more to parts of an individual's job. The satisfaction and dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization personal goals and perceived contribution of the job to it. Positive attitudes towards the job are conceptually equivalent to job satisfaction and negative attitude towards the job are equivalent to job dissatisfaction. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is the positive orientation of an individual towards the work role which he is presently occupying, which can be related as an individual liking more aspects of work than he dislike. Job satisfaction results from the interaction between the worker and his job situation. Teacher's job satisfaction may be considered as one of the important factors, which can enhance teaching competency. For the upliftment and progress of society, a very important role is played by a teacher who is satisfied with his teaching job. The present study focuses on the job satisfaction of Govt. Higher Secondary School teachers. The sample of the study consist of 7 Govt. Higher Secondary School teachers which were selected randomly 9 schools consisting of 140 teachers in Aizawl city. The investigator used job satisfactions scale developed by Dr. (Mrs) Nasrin, Associate Professor, Dept. of Education and Dr. (Mrs) Afsan Anees Aligarh, Muslim University (AMU), Aligarh (U.P). The study reveals that most of the teachers have extremely high satisfaction in their job. If teachers feels satisfaction, they will be in position to cope with the educational objectives in successful manner.

KEY WORDS: Job satisfaction, Secondary School teachers, Government Secondary School.

INTRODUCTION:

Job Satisfaction is the favourableness or unfavourableness with which employees view their work (Bruneberg, 1976). It signifies the amount of agreement between one's expectations of the job and the rewards the job provides. Job satisfaction is defined as "the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs". This definition suggests that job satisfaction is a general or global affective reaction that individuals hold about their job. Job satisfaction is concerned with a person or a group in the organization. Job Satisfaction can be applicable more to parts of an individual's job. Job satisfaction is affected by many factors like co-workers, pay, job conditions, supervision, nature of the work and benefits.

Job satisfaction is a widely accepted psychological aspect of functioning in any profession which describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. It is the result of various attitudes possessed by an employee towards his job. Job satisfaction has been defined as an attitude which results from a balancing summation of many specific likes and dislike experienced in connection with the job (Bullock 1952). It refers to one's job, his general adjustment and social relationship in and outside his job. This satisfaction and dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization personal goals and perceived contribution of the job to it. Positive attitudes towards the job are conceptually equivalent to job satisfaction and negative attitude towards the job are equivalent to job dissatisfaction. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is the positive orientation of an individual towards the work role which he is presently occupying, which can be restated as an individual liking more aspects of work than he dislikes. Job satisfaction results from the interaction between the worker and his job situation.

Teachers' job satisfaction may be considered as one of the important factors, which can enhance teaching competency. Students' behaviours in class atmosphere are mostly affected by the teachers' remarks and ideas, their methods of approach to the students or their tendency to control class. Thus, it is very important those teachers must be satisfied with their job. Because a well satisfied teacher can give his best to his students. (Ms. Sharma (2013). The duty of the teacher does not end in the classroom with his students, rather he owes a duty to the society and nation. For the upliftment and progress of society, a very important role is played by a teacher who is satisfied with his teaching job.

Teachers are arguably the most important group of professionals for our nation's future. Daily interaction between teachers and students is at the center of the educational process; attracting and retaining high quality teachers is, thus, a primary necessity for education. If education is viewed as the backbone and energizing force for the national progress then the exalted and pivotal position of the teacher cannot be ignored as she/he has been assigned the responsibility of educating the future generation. If teachers feel satisfaction, they will be in position to cope with the educational objectives in successful manner.

RATIONALE OF THE STUDY:

The satisfaction experienced by employees in their respective fields is an important factor influencing growth, not just in major countries but also in this small state of Mizoram. If an employee have no satisfaction towards the job they are employed in the job would suffer so would the growth and development of the State and Nation.

Job satisfaction is even more imperative in education, since teachers are the foundation stone in our educational system. If a teacher is not satisfied in his/her profession it would affect the lesson and the students which would in turn affect the whole nation, since the students are the future of the nation.

Studies in job satisfaction have been done by many researchers not just the job satisfaction in the educational system but also jobs in different organizations. The scholar after going through research studies in this area found that job satisfaction of higher secondary school teachers has not been done by any past researchers.

STATEMENT OF THE PROBLEM:

In light of the above discussion, and in order to get the answers empirically to the concerns raised above, the present research problem is formulated as, "A Study of Job Satisfaction of higher secondary school teachers in Aizawl City, Mizoram".

OBJECTIVES OF THE STUDY:

- 1) To study job satisfaction level of higher secondary school teachers in Aizawl City.
- 2) To assess the level of job satisfaction of higher secondary school teachers according to year of service.

HYPOTHESIS:

On the basis of the objectives identified for the study the following hypotheses have been formed:

- 1) Teachers of higher secondary schools in Aizawl City have different level of job satisfaction.
- 2) Junior teachers were more satisfied than the senior teachers.

POPULATION AND SAMPLE OF THE STUDY:

Since the present investigation is concerned with the study of job satisfaction of higher secondary school teachers of Aizawl City, Mizoram, the population included all higher secondary schools in Aizawl City.

The sample for the study was taken from 7 government higher secondary school teachers which were selected randomly from 9 schools consisting of 140 teachers in Aizawl city. The total population of seven schools were 215 teachers, out of which 140 teachers were randomly selected consisting of 70 male and 70 female

teachers which is 65% from the total population of 7 higher secondary schools. Equal numbers of sample teachers were taken from male and female teachers for comparison.

TOOLS FOR DATA COLLECTION:

For the purpose of finding out the job satisfaction level of higher secondary school teachers, the Job Satisfaction Scale developed by Dr. (Mrs.) Nasrin Associate Professor, Department of Education and Dr. (Mrs.) AfshanAnees, Aligarh Muslim University (AMU), Aligarh (U.P) was used.

STATISTICAL TECHNIQUES FOR ANALYSIS OF DATA:

The tabulated scores of the Job Satisfaction Scale were classified in accordance with gender and year of service of the teachers for carrying out statistical analysis. For analyzing the data, the investigator employed the following statistical techniques:

1. Percentages were used to find out the number of teachers having different level of job satisfaction
2. Mean and Standard Deviation were used on the different categories of respondents.
3. t' test to find out the significance of difference between various categories of respondents.
4. Z – score to find out level of the teacher's job satisfaction.

ANALYSIS AND INTERPRETATION:

Analysis of the present study is done in accordance with the objectives of the study.

Objective No.1: To study job satisfaction level of Higher Secondary School teachers in Aizawl city.

The following table shows the job satisfaction level of higher secondary school teachers in Aizawl City, Mizoram.

Table No. 1: Job Satisfaction Level of higher secondary school teachers of Aizawl City, Mizoram

Job Satisfaction Level	GRADE	Total Respondents
Extremely satisfied	A	0%
Highly satisfied	B	11.11%
Above average satisfied	C	29.16%
Average/Moderate satisfied	D	43.1%
Below average satisfied	E	9.03%
Dissatisfied	F	2.78%
Extremely dissatisfied	G	4.86%

A perusal of data vide Table No.1 reveals that there were 4.86 % of respondents who had extremely low degree of satisfaction, 2.78 % of respondents were dissatisfied and 9.03% of respondents falls under below average. At the same time, 43.1 % of respondents were moderately satisfied with their job and 29.16 % of respondents with the above average degree of satisfaction. 11.11 % of respondents were highly satisfied. From the above table we can see that the majority (more than half) of the respondents fall under average degree of satisfaction while only a few respondents were dissatisfied and extremely dissatisfied. Thus, we can say that higher secondary school teachers of Aizawl City, Mizoram taken as a whole are fairly satisfied with their jobs.

Objective No. 2: To assess the level of job satisfaction of higher secondary school teachers according to year of service.

The following table shows the job satisfaction of government higher secondary school teachers in Aizawl city according to the year of service:

Table No. 2: Job satisfaction of government higher secondary school teachers in Aizawl city according to the year of service

Year of Service	Total number	Mean	SD	SE _d	t - Value
Below 15 years	55	166.64	19.34	2.88	-2.40
Above 15 years	85	160.33	11.65		

A perusal of data vide Table No. 2 reveals that the mean value for teachers below 15 years of service was 166.64 whereas the mean value for teachers above 15 years of service was 160.33. This shows that teachers below 15 years of service were more satisfied in their job comparing to teachers above 15 years of service.

FINDINGS:

The job satisfaction level of higher secondary school teachers was studied

through the application of Job Satisfaction Scale for higher Secondary school teachers by Dr. (Mrs.) Nasrin Associate Professor, Department of Education and Dr. (Mrs.) AfshanAnees.

The percentages of the total scores showed that higher secondary school teachers of Aizawl City, Mizoram are satisfied with their job. Only 16.67% of the respondents were below average level (below average, dissatisfied and extremely dissatisfied) in the job satisfaction scale given in the manual of the test, which means that 83.33% of the respondents were average and above (average, above average, highly and extremely satisfied) in the job satisfaction scale.

In respect to their year of service, the mean value for job satisfaction level of junior teachers (less than 15 years of service) was 166.64 whereas the mean value for job satisfaction level of senior teachers (more than 15 years of service) was 160.33. This shows that the junior teachers were more satisfied in their job comparing to the senior teachers.

SUGGESTIONS AND CONCLUSION:

The present study is done covering only a limited area and limited number of respondents. Further research may be taken up by researchers in the following topics:

1. Inter – District comparison of Job Satisfaction may be studied.
2. Comparative study of Job Satisfaction level of Government and private higher secondary schools may be taken up.
3. Attitude towards teaching profession in relation to Job Satisfaction is one area which may also be taken up.

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